



▽ PLUMB ▽



IF IT WON'T HELP
WIN THE WAR —
FORGET IT!

ANVIL CHORUS

"The Difficult Thing May
Be Done Right Away. The
Impossible Takes a Little
Longer."



Family Day

*Souvenir
Number*





WELCOME TO YOU, AND YOU AND YOU

By M. B. P.

June 28th is planned for you, men and women of Plomb, so that you may be hosts to your families and friends. We know you will want them to see where you work and what kind of an outfit Plomb is, what it looks like, how it operates, and what a fine gang works here.

I am sure most of you are proud of Plomb as I am. It is always a source of pleasure for me to take guests of the company about the plant because we have one of the finest tool manufacturing plants in the United States. I am personally always happy to have an opportunity to show it off.

Most of you here at Plomb work awfully hard. You really are doing a grand job as "soldiers of production" to manufacture the tools so sorely needed for this war effort. When we get the job done we can then take care of our peace time customers. We are going to have to work just as hard as we are now to satisfy them, because our peace time customers are a particular lot of people. They are mechanics just like we are, who want to be sure they get the best value ever.

All of these things will be of interest to your family because they know from what you tell them how important your work is, and they want to see where you do it.

Some of your folks may wonder what a drop hammer looks like. Others may want to see a National Cash Register Accounting Machine. Others might want to see the First Aid Department where you get your battle damage repaired. Others might want to see how we bake lacquer on tools. Others may want to see how we put the quantities of tools into one end of the furnace and how they come out the other end all hard, so they are tough and strong to do the job for which they were designed.

Many of you who work in the offices will like to look through the factory after your office shift ends. Many in the factory will want to see the offices. So it will be visiting day for all of us as well as our guests.

We want you and your folks to come and look us over. We hope some of your guests will like our company so well that maybe some that are working elsewhere would like to come to work here. Maybe they have friends who would like to come here. Anyhow, we have a grand day planned. There's more about it elsewhere in the paper.

HISTORY OF PLOMB TOOL COMPANY

Our present organization had its origin in a three-man blacksmith shop operated by Mr. C. H. Williams, whose foresight and energy resulted in the founding of Plomb Tool Company in 1907. Associated with Mr. Williams was Mr. Alphonse Plomb (from whom our firm derives its name). Later Mr. John L. Pendleton joined the other two, and his son, Morris Pendleton, is our President today.

As chief representative for the first twenty years, Mr. Williams traveled all over the western states carrying samples of Plomb tools with him. On the Pacific Coast, Mr. Louis M. Graham (who is still a Plomb representative) rode the highways and byways from town to town selling automotive tools from a stock which he carried with him.

Morris Pendleton began his activities with the Plomb organization in 1918 as a Forge Shop employee. After the first World War he returned to the company, and in 1922 became its first General Manager. At that time there were fewer than a dozen employees, and of necessity, Mr. Pendleton kept the books, handled the company's correspondence, made up its payroll, and did most of the office work, besides making local deliveries in his car.



Blacksmith Shop Where Plomb Had Its Beginning

In 1936 Mr. Dillon Stevens joined our organization — bringing with him many years of financial and organizing experience. Today he is our Vice-President and Chairman of the Board of Directors.

In addition to the general administrative offices, main plant and warehouse in Los Angeles — Plomb owns and operates a factory in Chicago. It also owns the P & C Hand Forged Tool Company, of Portland, Oregon.

PROGRESS and PLANS



OUR RECEPTION OFFICE

Our main switchboard is located in the reception office in charge of Miss Kay Ward, chief telephone operator and two assistants Miss Ruby Burbank and Miss Mildred Underhill.

Their cheerful and efficient work contributes much to the building and retaining of good will for our Company.

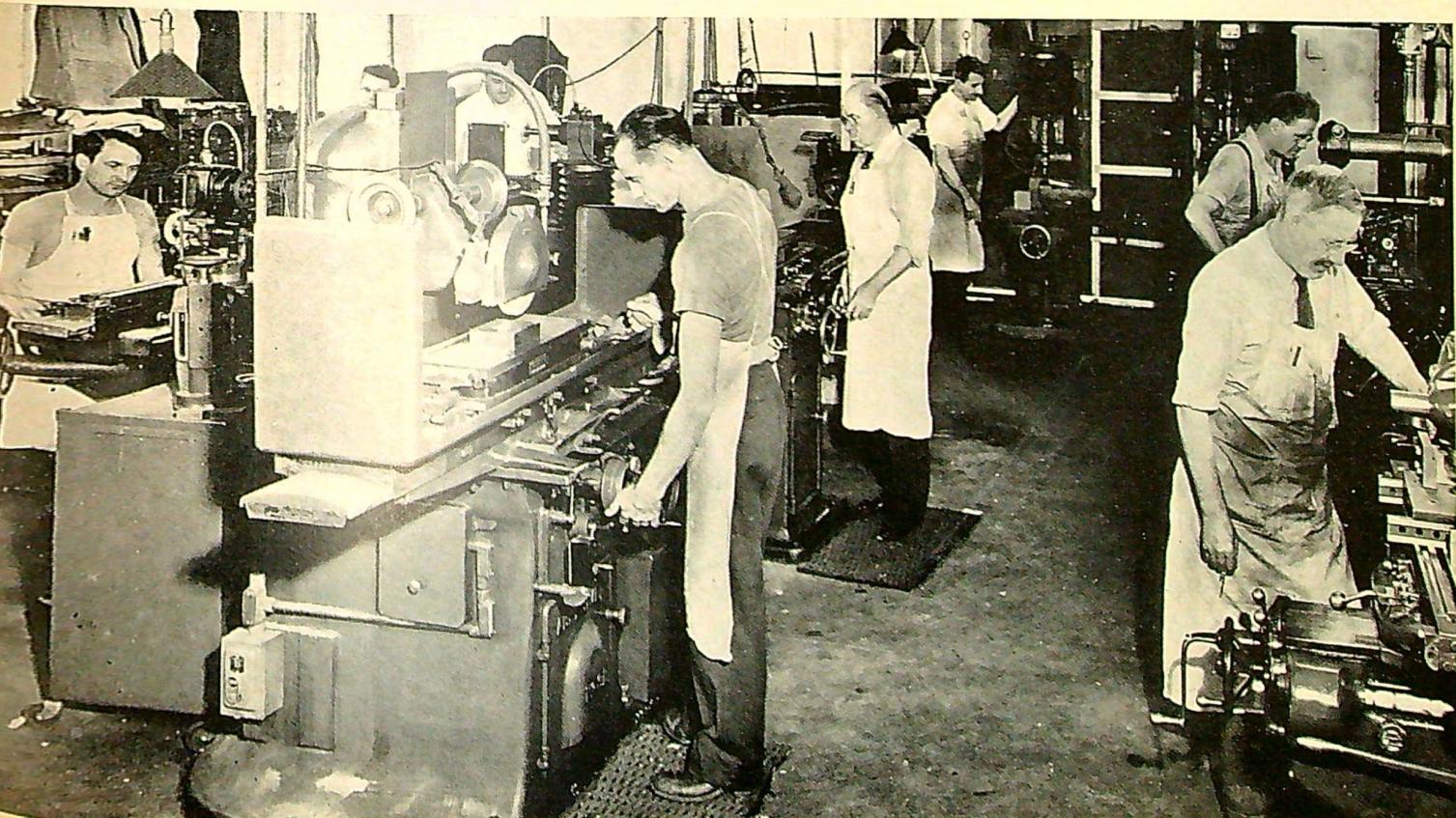
OUR FACTORY

The Plumb Tool Company's main plant is modern in organization and efficiency. Here are buildings comprising 90,503 square feet floor space. There are 780 employees engaged in the manufacture and distribution of Plumb Tools.

Every operation from Tool and Die Shops to final delivery is under continuous inspection and rigid supervision. Our plant is composed of the following departments:

Accounting, Advertising, Assembly, Board Room, Contract, Credit, Die Sinking, Distribution, Engineering, Export, Filing, First Aid, Forge Shop, Grinding, Heat Treating, Inspection, Inventory, Machine Shop, Mailing, Maintenance, Methods, Order, Peach Knife, Personnel, Polishing, Production Control, Purchasing, Research, Shipping, Statistical, Stenographic, Timekeeping, Tool and Die, Traffic.

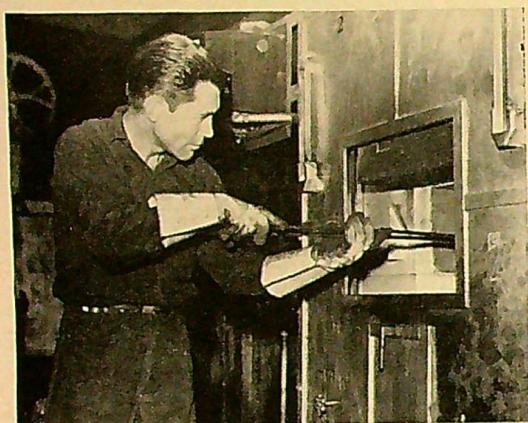
In the manufacturing departments you will find in operation much fine equipment, forging hammers, turret lathes, screw machines, presses, drills, centerless grinders, and many other mechanical devices to be found in only modern, up-to-date factories.



HERE ARE SOME OF THE FOLKS WHO MAKE THE WHEELS GO 'ROUND



Forge Die Crew



Heat Treat Operator



Grinding Crew

On this page are shown a few of the several hundred Plomb Toolers including, perhaps, some member of your own family, who contribute to the making of our products. On pages 6 and 7 you will find a map showing the principal departments in our factory.

FORGE DIE CREW: This group of men are called "die sinkers" and in the course of your tour through the plant you will see them at work. Their foreman, Carl Malmquist, has been with Plomb Tool Company more than seven years and each man working with him is a "technical artist". They design and cut the dies, with which Plomb Tools are forged.

HEAT TREATING: Did you ever, after bowling or some other form of unusual exercise, have such a stiff shoulder that you went to your doctor and had it baked out, to loosen up your muscles and make them supple again?

Well, many metals at Plomb undergo a similar treatment. Heat treating is first used to make the metal soft and pliable so that it can be machined more easily. This is called "annealing". After it is worked it must be hardened again by "quenching" in

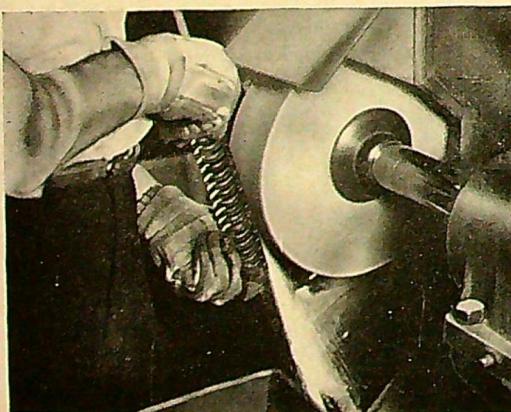
oil. Then it is tempered to reduce its brittleness, and to withstand strains and hard knocks.

The final operation cleans the tool, removing particles of "scale". This is done by "sand blasting".

GRINDING: Grinding is done by means of sanding wheels prior to final polishing. Here is George Waddeleton and his Grinders.

POLISHING: The polishing gives tools an attractive "finish". In this photo the operator is polishing a number of crow-foot wrenches in one operation — a time saving method suggested by one of our employees who received a cash award for his idea under the Plomb Suggestion system.

BURRING: This operation removes rough edges and "burrs". These girls supervised by Clarence Douglas, become very skillful and earn top wages.



Polishing



Burring Operators

OUR CAFETERIA

PLOMB EMPLOYEE CAFETERIA	
SOUP OR SALAD WITH LUNCH 45¢	
YANKEE POT ROAST & BROWN GRAVY	CARROTS & PEAS
MASHED POTATOES	BRAISED VEGETABLE SOUP



The Plomb Employee Cafeteria is a non-profit service for Plomb Employees and provides Ritzbilt food at Joe's Diner prices. Careful planning, ingenuity, hard work and experience combine in providing a meal for 45¢ which would cost twice as much in a downtown restaurant. Several hundred Plomb employees eat here every twenty-four hours.

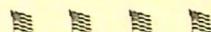
The problems of running a successful industrial Cafeteria are similar to the problems you encounter in providing your own family with food, only on a much larger scale, and with a varied appeal to several hundred appetites.



THE SILVER KITCHEN

This lunch counter is a "between-meals-snack-service" which provides refreshment for Plomb employees at

rest periods. Coffee, sandwiches and cold drinks are served at moderate cost.



THE MAINTENANCE DEPARTMENT

A factory with as many mechanical operations as Plomb has, needs a well organized Maintenance Department, staffed by men who have broad experience with machinery of all types, plus a knowledge of electricity, plumbing, carpentry, building, cement work, and a host of other skills.

Not only are these men skilled in maintenance but must be able to make emergency repairs which will save

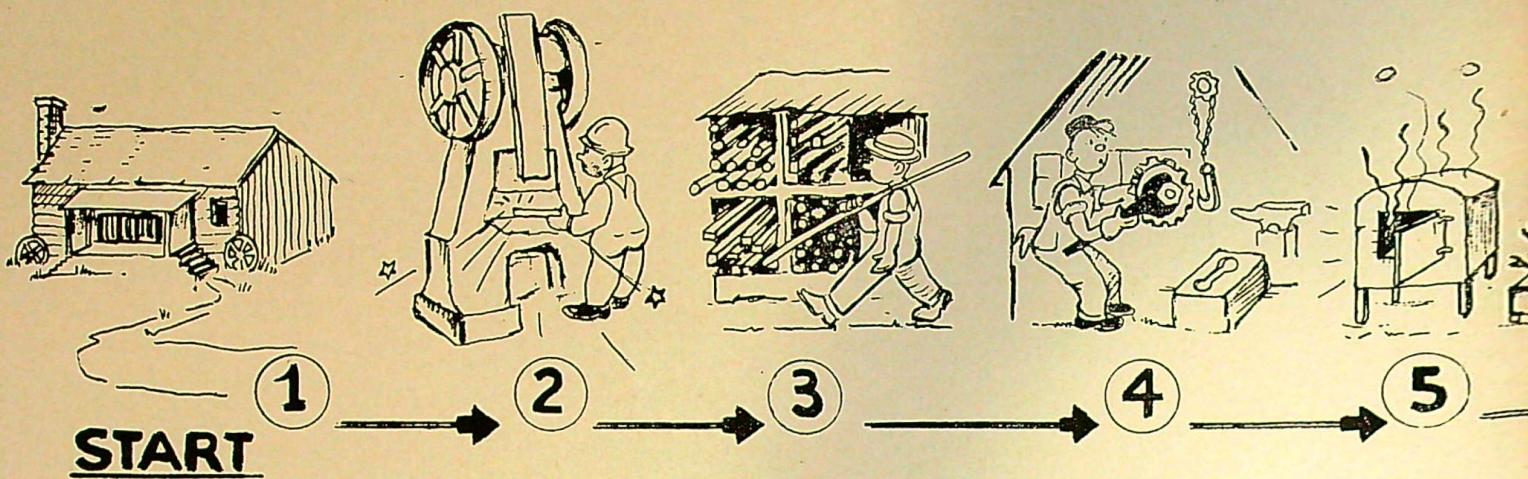
production hours and prevent slowing down of the machines vital to the daily operation of our plant. Many machines which, in peace time, might be traded in on new equipment are now kept in top working order by skillful repair work, because war shortages have made replacement impossible.

The men in the maintenance department are truly "the men behind the men behind the guns".



1. Lee Robinson, Sup't.
2. Maintenance Men at Work.

◆ "PLOMB" -- THE FIRST



1. CLUB HOUSE — This modern Club House affords a place for clean and wholesome recreation, and is operated by the employees themselves.

2. FORGE SHOP — Here you see mighty drop hammers forging and shaping the red-hot metal into the first image that the tool will eventually be.

3. STEEL STORAGE — The steel is unloaded from cars, and is placed in these racks where it is withdrawn as orders for tools originate.

4. FORGE DIE SHOP — Forge hammer dies are made here.

5. ANNEALING — As the tool comes from the forge, it is too hard for further working, and it is placed in these annealing ovens to soften.

6. HEAT TREATING — Tools are placed in these ovens, and brought up to a high degree of heat — which gives them their final temper, springiness, hardness, etc.

6.A. DIP ROOM — Not illustrated. Lacquer is baked on the tools.

7. FINAL INSPECTION — Women with "go" and "no go" gauges check the tools for accuracy and flaws before they enter the shipping room.

8. TRIM SHOP — As you noticed in the Forge Shop, metal was sketched out on each side of the formed tool. Here that excess metal is removed in these giant presses.

9. FORGING MACHINES OR UPSETTERS — These giant machines shape and form square and round ends on the tools.

10. MACHINE SHOP — You are now entering the Machine Shop — where the tools are further finished on Punch Presses, Lathes, Automatics, Mills, Broaching Machines and Multiple Drills.

10.A. STRAIGHTENING — Not illustrated. Tools are straightened by hand operations.

11. POLISHING & GRINDING DEPARTMENTS — The tools are now nearing their final stages where rough edges are taken off. A bright, attractive finish is given to them.

12. TOOL & DIE ROOM — In this room highly skilled tool and die makers design and make the dies that are used on the machines in the Machine Shop.

12-A. STOCKROOM — Here tools are stored and shipped.

12-B. OFFICES — Records of all kinds are kept here.

13. PLOMB MUSEUM AND HISTORICAL EXHIBIT — This exhibit gives you a panorama of tools used by man from early times to the present day.

14. MEDICAL & FIRST AID — This modern, well equipped dispensary is at all times in charge of a registered nurse.

15. CREDIT UNION — This is a savings bank operated by the employees. It receives deposits from those desiring to save, and makes loans to members.

16. ASSEMBLY — Tools that are made up of different parts are assembled in this department.

17. SMALL DRILLS AND BURRING — This bank of machines drills holes where required, removes burrs, and rounds rough edges on the tools.

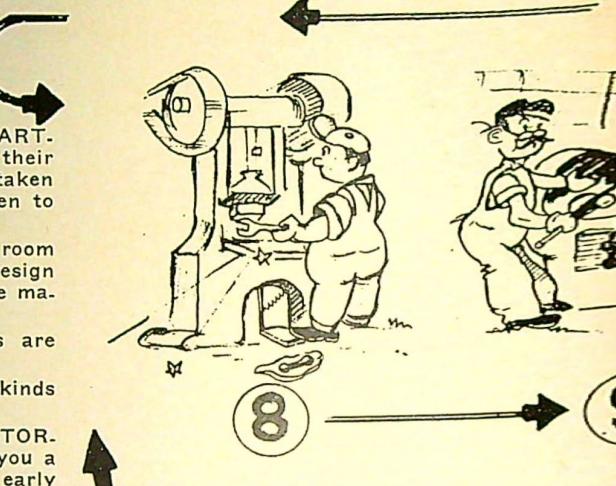
17.A. MARKING — Not illustrated. Here the tool is identified by having the number and the name put on.

18. SHIPPING DEPARTMENT — Here the tools are carefully packed, and shipped to the four corners of the earth.

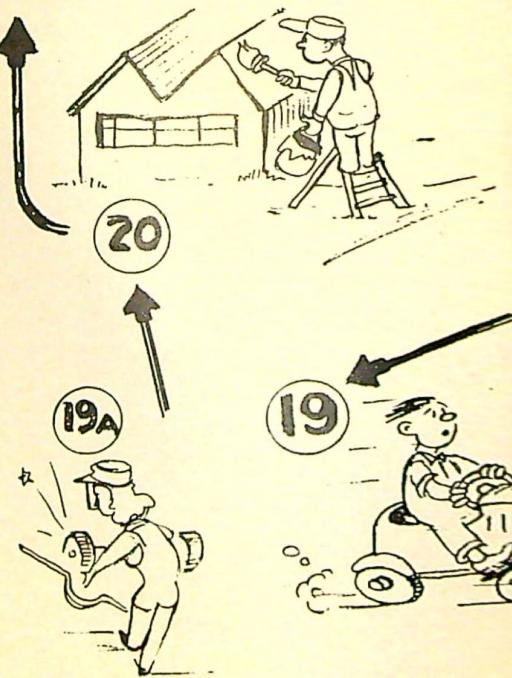
19. RECEIVING DEPARTMENT — Here all the raw materials and equipment, except the steel itself, is received and disbursed throughout the Plant.

19.A. PEACH KNIVES — A special tool is made here for pitting peaches.

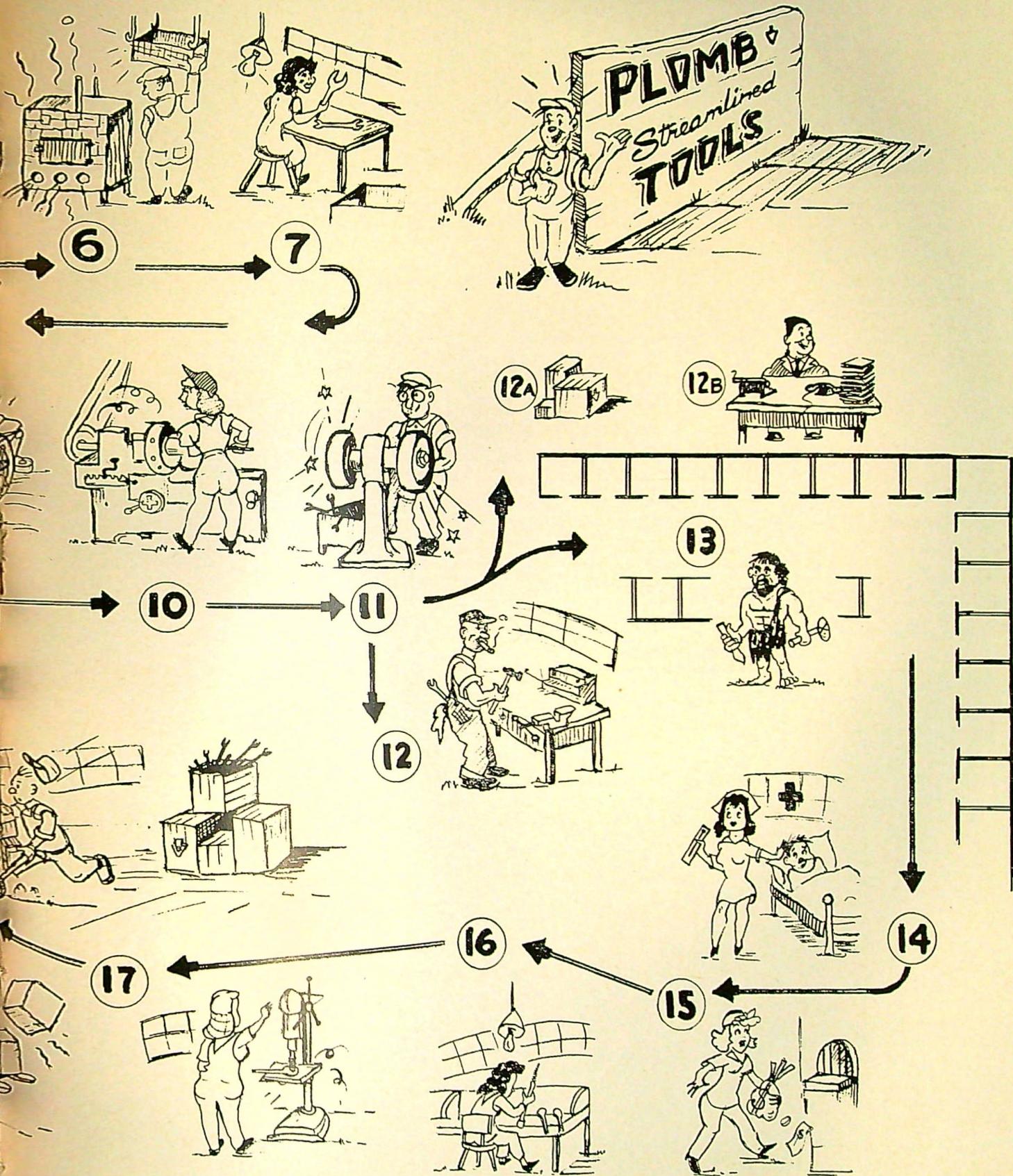
20. MAINTENANCE BUILDING — In this building some 80 men — painters, carpenters, and repair men of all kinds — maintain the plant, building and equipment.



BACK TO CLUB HO



NAME IN HAND TOOLS

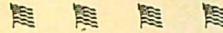


PLOMB PEOPLE AT PLAY

CLUB HOUSE AND RECREATION CENTER

A well built and spacious Club House and Recreation Center is operated by the Plomb Employees' Activities Association.

On the grounds adjoining the Club House members of the Association who are athletically inclined indulge in tennis and badminton.



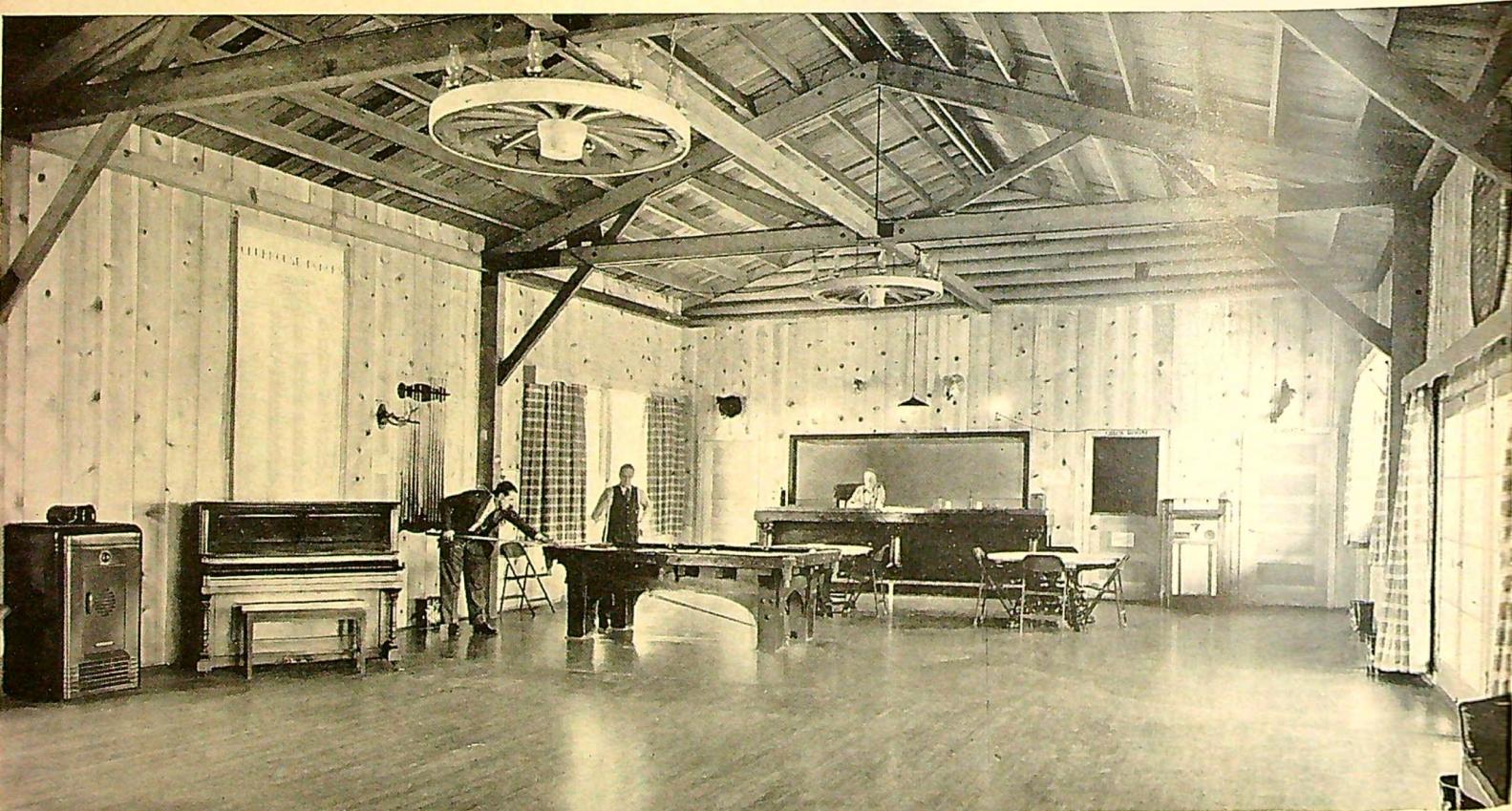
OTHER ACTIVITIES

SOFTBALL — An array of real hitters, sluggers, catchers and fielders form a team that chalks up many fast games during the season. The Plomb Softball Team meets once a week in one of the Los Angeles City Playgrounds and consists of people from both shop and office. Its one of the "fightingest" teams in the league.

Social gatherings, dances, motion pictures, billiards, ping pong, and shuffleboard are some of the activities offered here.

ARCHERY AND SHUFFLEBOARD

An outdoor Archery Range has recently been prepared and will be in operation as soon as suitable instruction and supervision is available. A portion of the Club House floor is being laid out for shuffleboard, that popular pastime so often seen aboard ship on sea-going pleasure trips.



THE PLOMB SUGGESTION AWARD SYSTEM

Plomb employees are encouraged to submit ideas and suggestions which will speed production, eliminate waste, improve the quality of our products or reduce working hazards in the plant.

Cash prizes are awarded for usable ideas. Awards range from \$5.00 to several hundred dollars, the amount being based upon the annual saving affected by the suggestion.

Many of the suggestions submitted hold great promise and we have learned from experience that even simple ideas submitted by non-technical workers may prove even more valuable than complex ones which require special tooling.

Every idea submitted is given thorough consideration by a carefully chosen Suggestion Committee. The name of the suggester is unknown to this committee and is made known only after the suggestion has been accepted and an award decided upon.

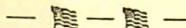
Suggestion boxes are set up in the plant at accessible locations into which employees drop suggestion blanks especially designed for their use.

Ideas cover a wide range of subjects: conservation of materials, preventing turnover of workers, improving products or devices, safety suggestions, simplifying accounting procedure, better office forms, protecting employees' health, etc.

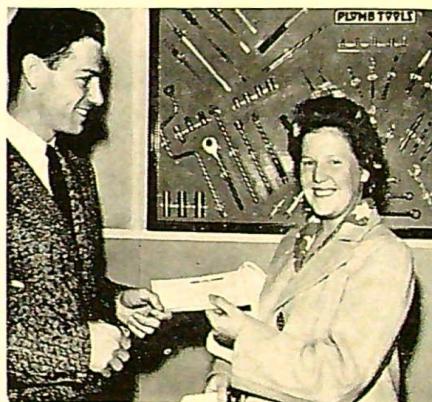
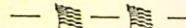
Plomb Tools are vital to the operation of tanks, jeeps, planes, landing barges, mobile weapons, warships and all other mechanical equipment upon which an army depends for protection and transportation. Therefore any suggestion which improves our tools or speeds up production may save the life of some man in the armed services. Thus the employee who suggests such a usable idea is, in a broad sense, a hero of the home front, and is recognized for his or her efforts "beyond the call of ordinary duty".



A Plomb Employees' Dance in the Club House



Four Plomb Golf Champs



PLOMB TRAINING COURSES

FREE TRAINING COURSES are offered within our own plant to Plomb people on many subjects. They are also encouraged to take up night courses at California Institute of Technology, the University of Southern California and U. C. L. A.

First: there is an "induction" or "get-acquainted" program in which all new employees participate and which gives them a clear idea of their duties, responsibilities and opportunities. They are told in detail about Company policies, hours, wages, methods of promotion, etc.

BLUE PRINT AND MICROMETER READING is offered to all who are interested in learning the use of precision instruments and in learning how to interpret a blue print intelligently.

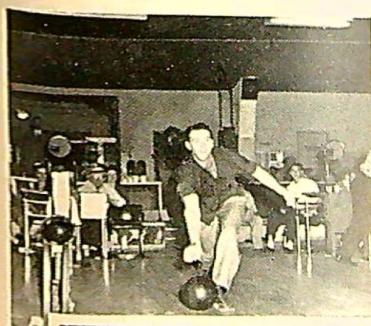
SUPERVISORY TRAINING PROGRAMS are offered, accompanied by sound pictures dramatizing situations which often confront supervisors and foremen.

EFFECTIVE SPEAKING classes are conducted by our Educational Director, Russell C. Ross, who also supervises the other courses. The courses last thirteen weeks.

William Rice, director of the Plomb Department of statistics and reports conducts evening classes in the general subject of Statistical Methods of Quality Control, as authorized by the United States Office of Education. These classes are primarily for engineers and production men.

C. G. RYAN, superintendent of the Plomb factory holds weekly meetings with factory supervisors to discuss common problems and increase efficiency.

APPLIED METALLURGY CLASSES are conducted each Wednesday evening by Fred J. Robbins, director of our Metallurgical Department and Laboratory.



A Few Enthusiastic Bowlers

Some Added "Dividends" Which Plomb People Enjoy

GROUP LIFE AND SICKNESS AND ACCIDENT INSURANCE PLAN . . . No medical examination is required to secure this insurance if application is made within 4 months after the employee comes to work for Plomb Tool Company. The rates are extremely low because of "group" purchasing and because the Company pays a substantial part of the premium.



HOSPITAL AND SURGICAL REIMBURSEMENT PLAN . . . Under this plan the employee is entitled to \$5.00 a day for hospital room for a period of 70 days. A maximum of \$25.00 is also allowed for hospital laboratory and operating room expense. An ambulance fee of \$5.00 is provided. Surgical benefits in specified amounts to a maximum of \$200 are made available. The plan has proven its worth by the payment of over \$20,000 in hospital bills and surgeons' fees since the inception of the plan.

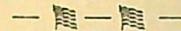


CREDIT UNION . . . The Plomb Employees' Federal Credit Union is practically a savings bank from which any employee - member may borrow money in a genuine emergency for personal or family use. Entrance fee is .25¢, plus \$5.00 for one share of stock which may be paid for in small weekly installments.

Employees may pay their utility bills, cash their pay checks, purchase Express money orders, obtain auto or property insurance, buy postage stamps, and purchase War Savings Bonds through the Credit Union Office.

The Credit Union has on deposit \$62,114.73. In six years of its existence it has made 3,200 loans to Plomb employees, amounting to \$185,676.62. It has sold \$7,067.75 worth of War Bonds, as part of the Company's total sales which are now approaching half a million dollars. O. P. (Bill) Heald is President, and Bob Bach, Treasurer of the organization.

MEDICAL AND FIRST AID DEPARTMENT . . . This department renders first aid in case of sickness or accident and conducts health conservation programs through the columns of our weekly publication, *Anvil Chorus*. Quick, sympathetic and efficient treatment is administered by trained registered nurses.



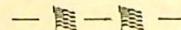
WE PAY TRIBUTE TO THE 207 PLOMB TOOLERS IN THE ARMED SERVICES

On this day, when the families of Plomb employees are our guests, we pause to remember your loved ones who formerly worked here and who are now serving their country on far flung battle fronts. They are giving their all that we may continue to enjoy the blessings of liberty.

Theirs is a tough job, compared to which ours is simple. Until complete victory is won and these boys come home again to their own firesides, our time and energy is being devoted to one objective — COMPLETE AND FINAL VICTORY.



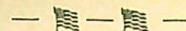
GASOLINE RATIONING AND TIRE SERVICE . . . Cooperation is extended to all Plomb employees to help them obtain necessary gasoline and good tires with which to drive to and from work, and to help them secure rides or riders and solve their transportation problems.



BONUS OR EXTRA PAY PLAN . . .

A time standard has been set up covering each operation in our plant. Those who develop the ability and skill to exceed this standard are compensated by means of bonus or extra pay for work thus performed.

VITAMINS . . . Vitamins are made available to all Plomb employees at 50¢ a package, enough for 30 days. This package actually costs the Company \$1.05 and retails regularly for \$1.50.



EMPLOYEE WELFARE FUND . . .

This fund sponsored by the Plomb Employees' Activities Association, provides aid, either of a monetary or remembrance nature to Plomb employees who are sick or have been injured. In case of death, either on or off the job, the employee's beneficiary receives \$125.00 from the fund.



EMPLOYEES' RETIREMENT PLANS

. . . Plomb Tool Company has set up two plans for employees who reach retirement age. These two plans are known as the Plomb Employees' Profit Sharing Plan and the Employees' Retirement Insurance Plan. Both are explained in the Plomb Employees' handbook.



THE PLOMB FIRE BRIGADE

It seems proper that we should include in employee dividends the three Fire Brigade Companies which constitute our Fire Prevention and Fire Fighting organization.

These trained groups are responsible for the safety of Plomb buildings and the people who work in them and who may be subjected to the hazards of fire.

The Plomb Fire Department is a recognized auxiliary of the Los Angeles Fire Department and has been trained in accepted methods of fire fighting.

Weekly inspections are made of all fire-fighting equipment and of Plomb premises for fire hazards to protect workers. The Brigade is under the supervision of our Maintenance Department, Lee W. Robinson in charge.

HOWDY FOLKS,|| "PLOMB TOOL" IS THE NAME

(To the Tune: "True Blue Bill")

Folks in this town our company
Is mighty strong today.
We make good tools; they're everywhere,
What more can we now say?
We all work together here
All in one mighty band.
We're proud, we're strong, we're happy too
We're tops throughout the land.

Chorus:

Oh, Plumb Tool is our pen name
It's stamped on everything
Our products attract all people
We're so proud that's why we sing.

And as you walk around you'll see
Hard workers everywhere
They're fine, they're good, they're honest too
For each other they care.
They buy bonds. They donate blood
They save their money, too.
They answer needs what'er they be
They'd help, why, even you.

(Repeat Chorus)

Our service men are many too
They're fighting for our cause
They'll have their place, when they come back
For them we proudly pause.
Our families we work for:
We love them, oh, so much.
So folks "Plumb Tool" in any form
I'm sure is tops or such.

(Repeat Chorus)

IF YOU CAN RUN A VACUUM CLEANER

— You Have the Ability to Work HERE

You can earn your own money

You can have your own bank account

PLAN YOUR POST-WAR FUTURE

with

PLOMB

The Home of Happy Workers

We help you with transportation, child care and
housing problems

Seven cent carfare
J Car Runs to door.

15 Minutes from downtown or
Huntington Park

CAFETERIA

LUNCH COUNTER

CLUB HOUSE

Credit Union — Group Insurance — Bonus Pay
Training Courses — Suggestion Awards
Hospital and Surgical Reimbursement Plan

Come in and talk with our Employment Manager,
Mr. Heald, or with his assistant, Miss Plummer.